

Presentation to Dakota County Leadership

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Minnesota State Demographer

June 11, 2014

Topics for today

2 big

demographic trends
that will shape your
work & community

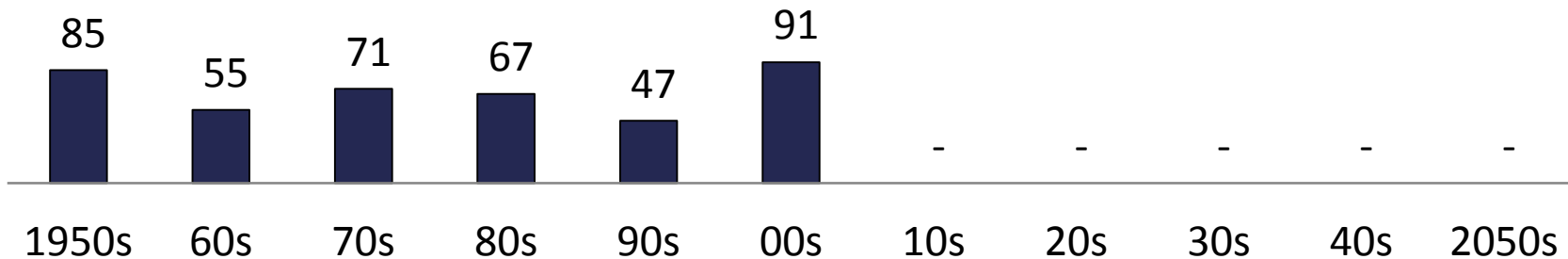
Your **questions** and
insights

Trend #1:
Population
aging will
permanently
change our
communities
and
workplaces



How many additional “older adults” will Minnesota gain during this decade?

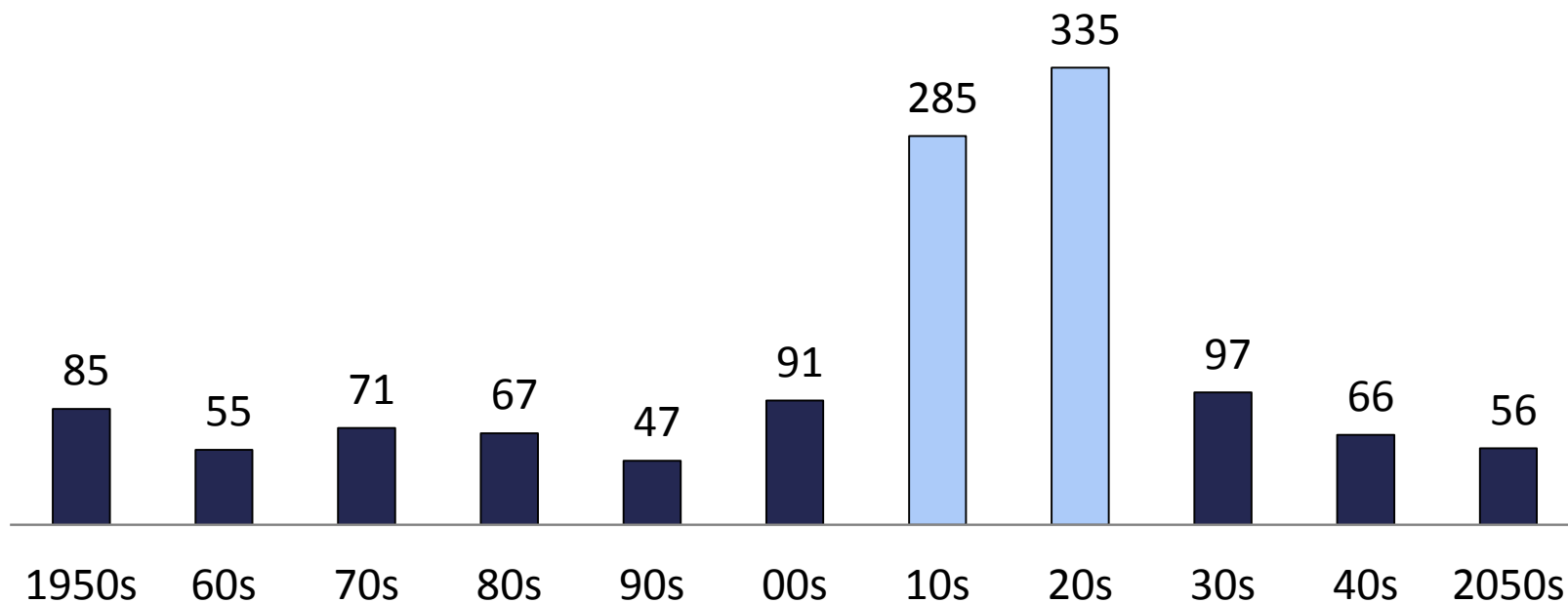
Change in older adults, age 65+ (in thousands)



Sources: U.S. Census Bureau

Unprecedented increases in MN's “older adult” population

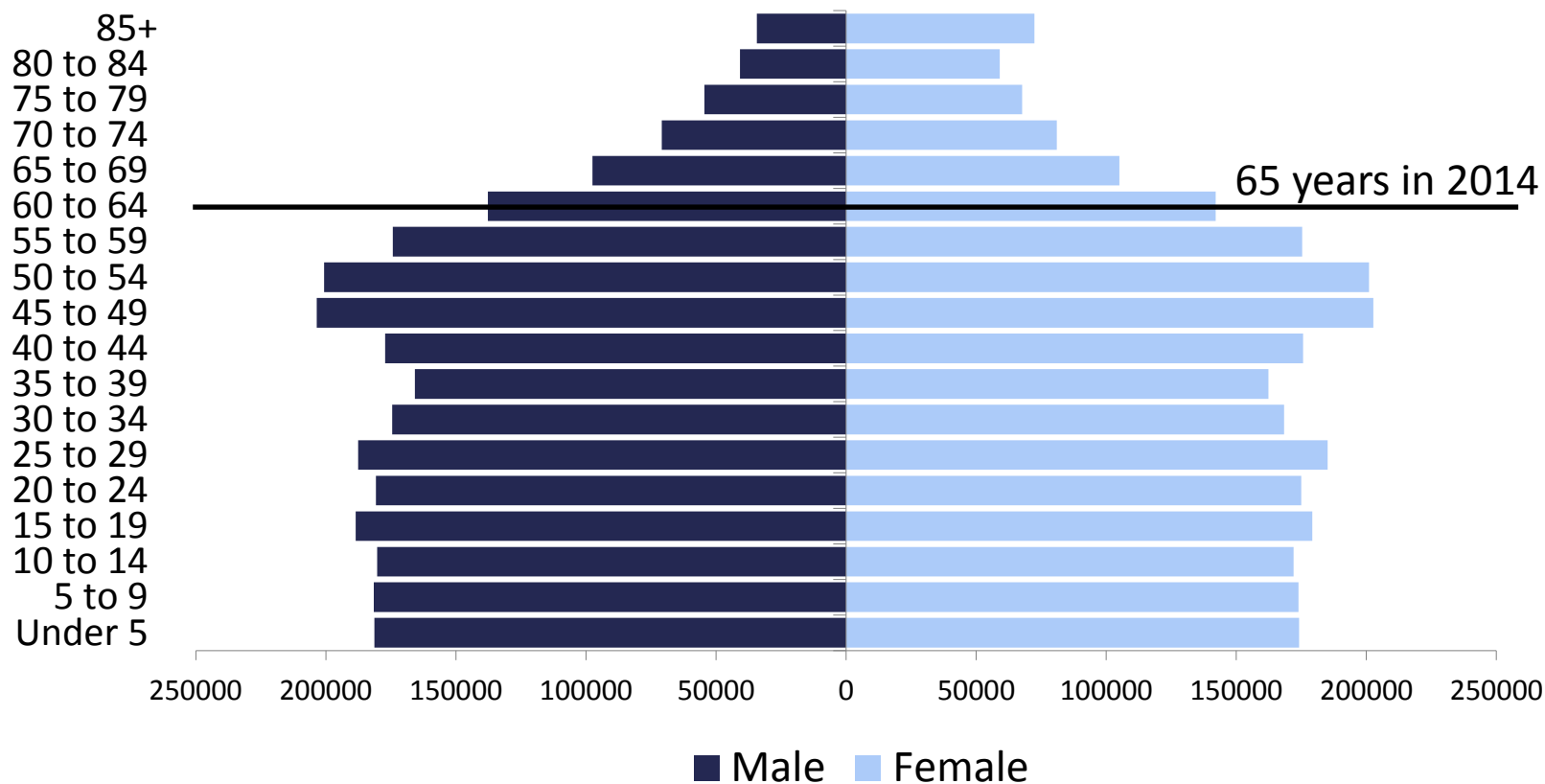
Change in older adults, age 65+ (in thousands)



Sources: U.S. Census Bureau, MN State Demographic Center Projections

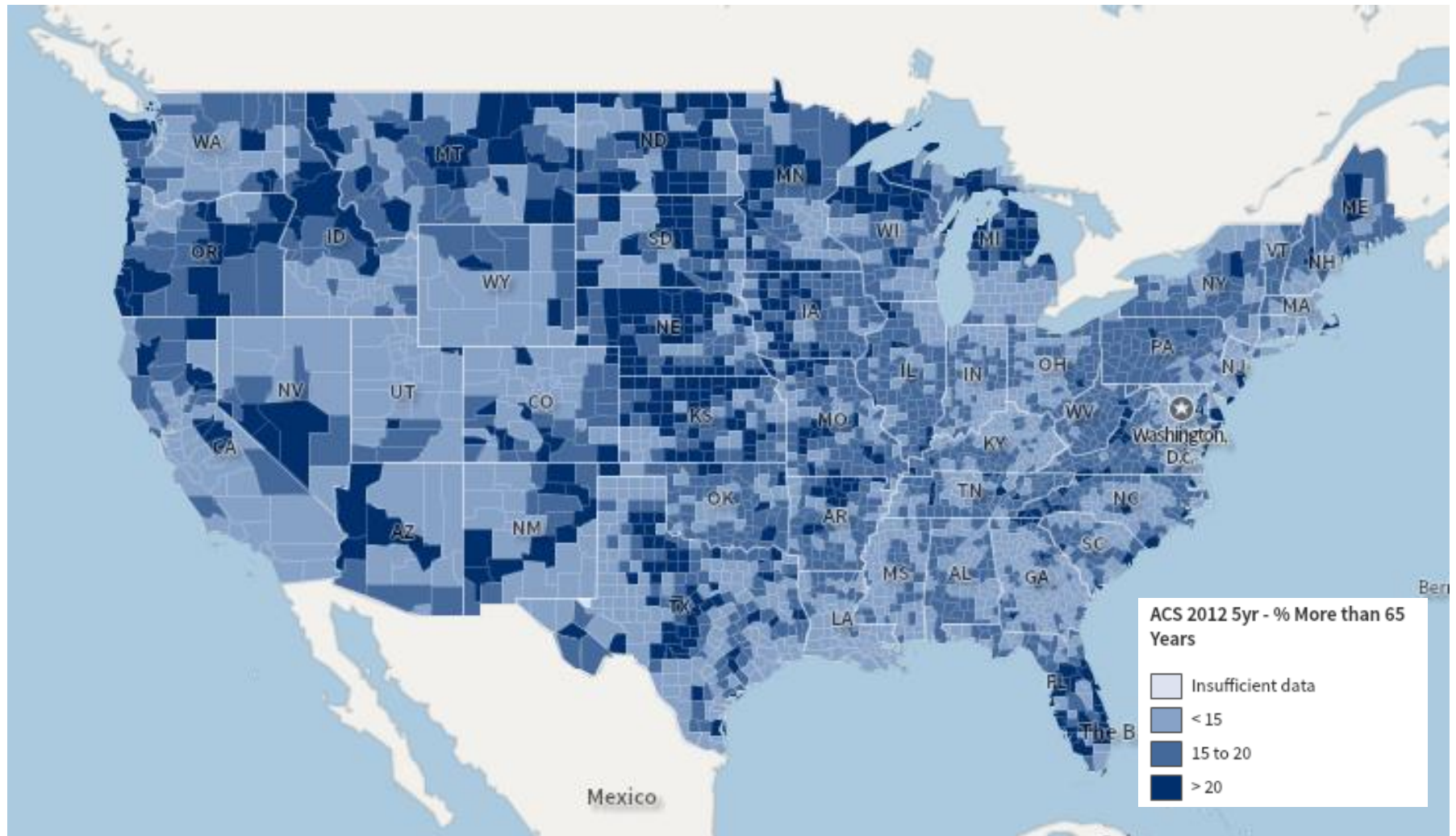
Why are these changes so marked now?

Population by age and sex
Minnesota, 2012



Older adults (65+) in 2012

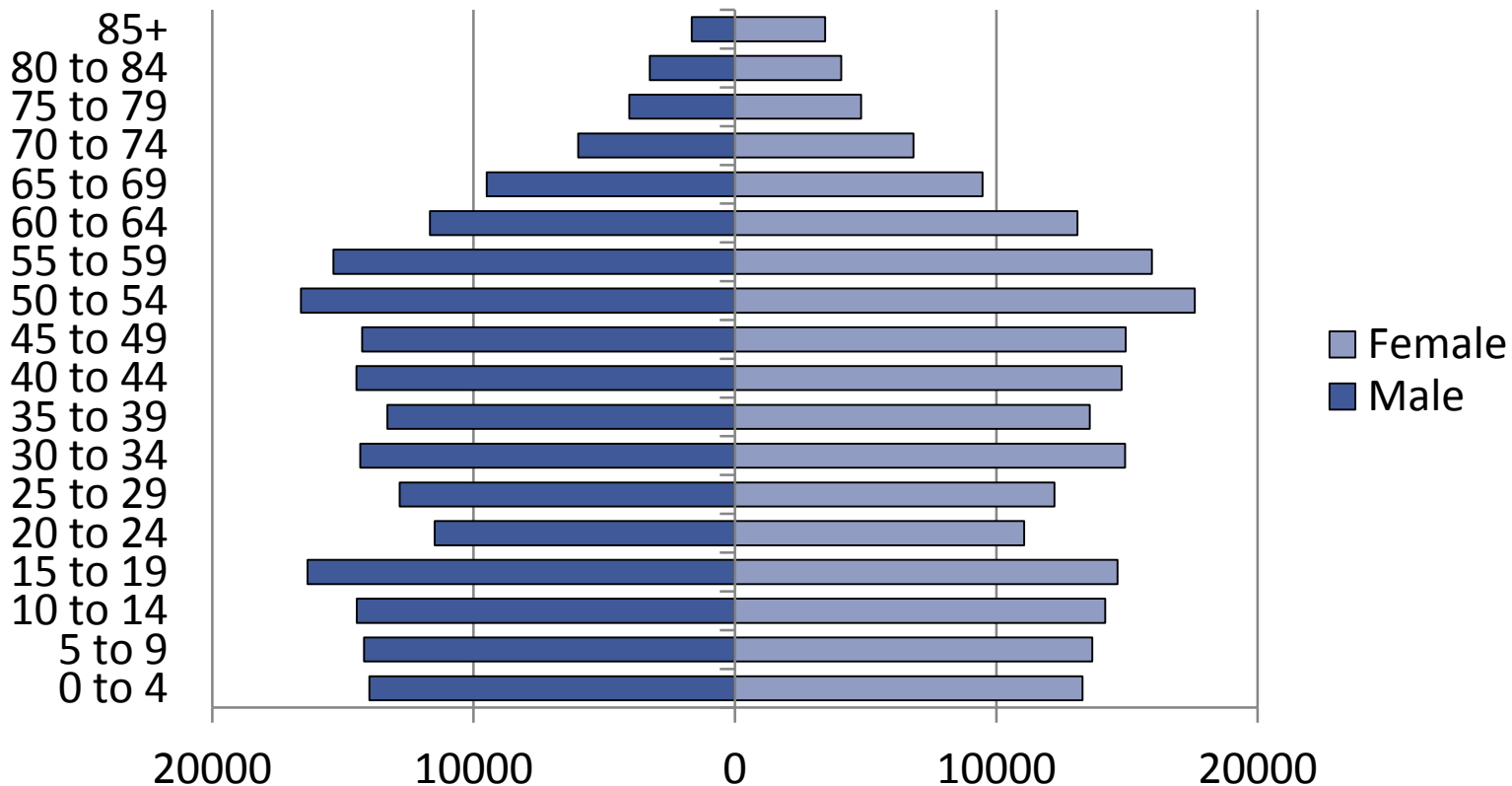
Dakota County ~ 11%



Source: U.S. Census Bureau, Social Explorer.

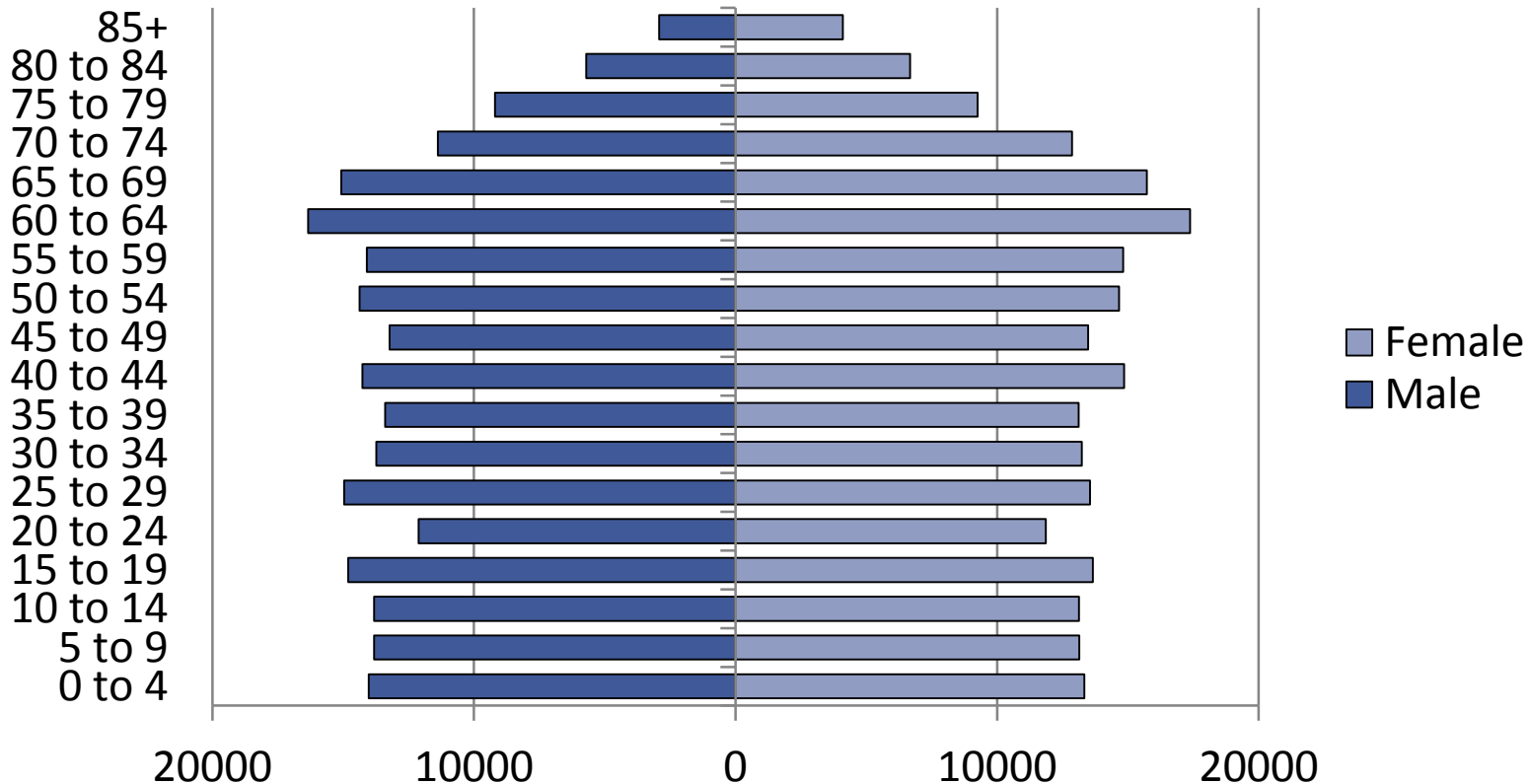
Age profile of Dakota County

Population by age and sex
Dakota, 2015



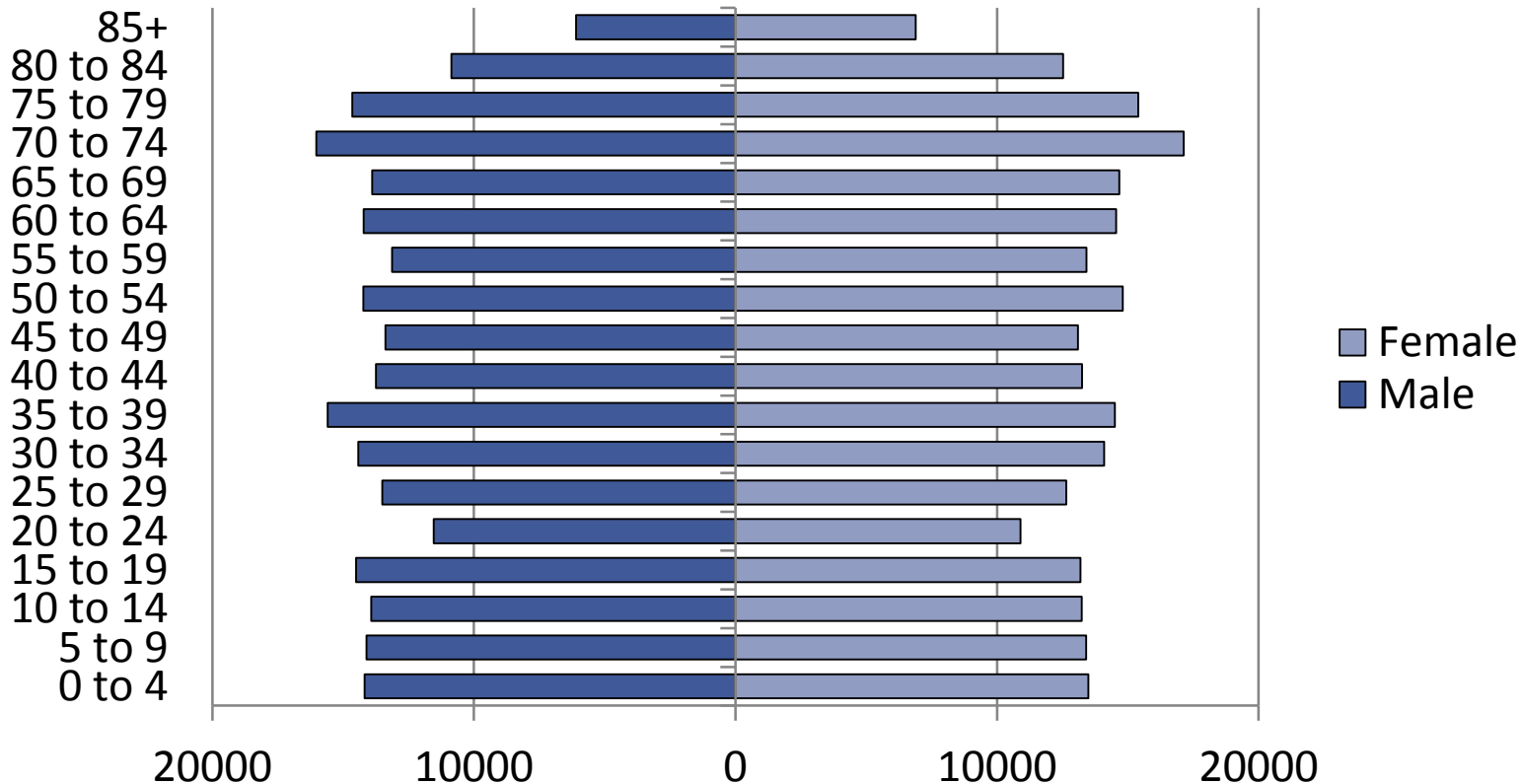
Age profile of Dakota County in 10 years

Population by age and sex
Dakota, 2025

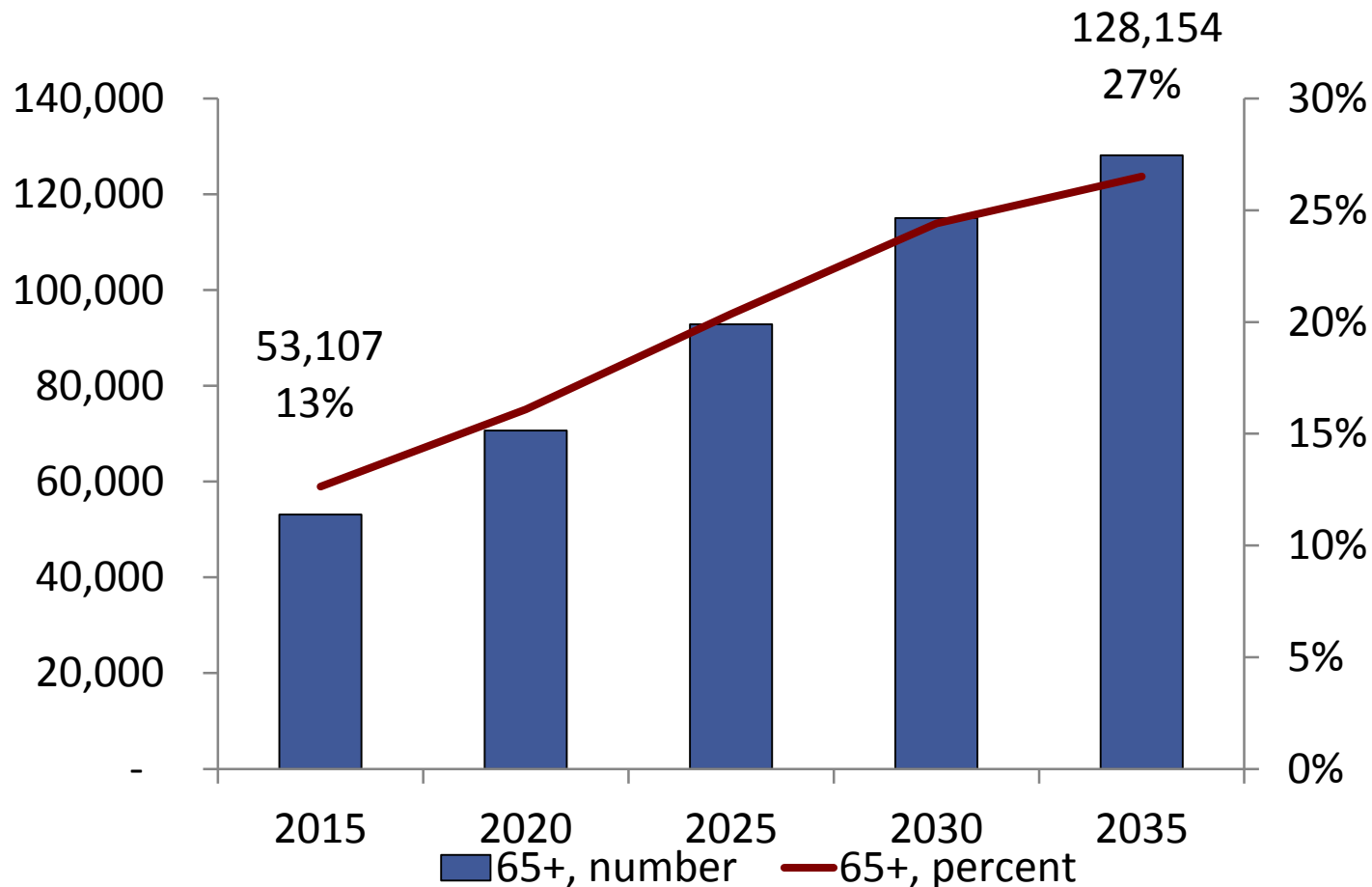


Age profile of Dakota County in 20 years

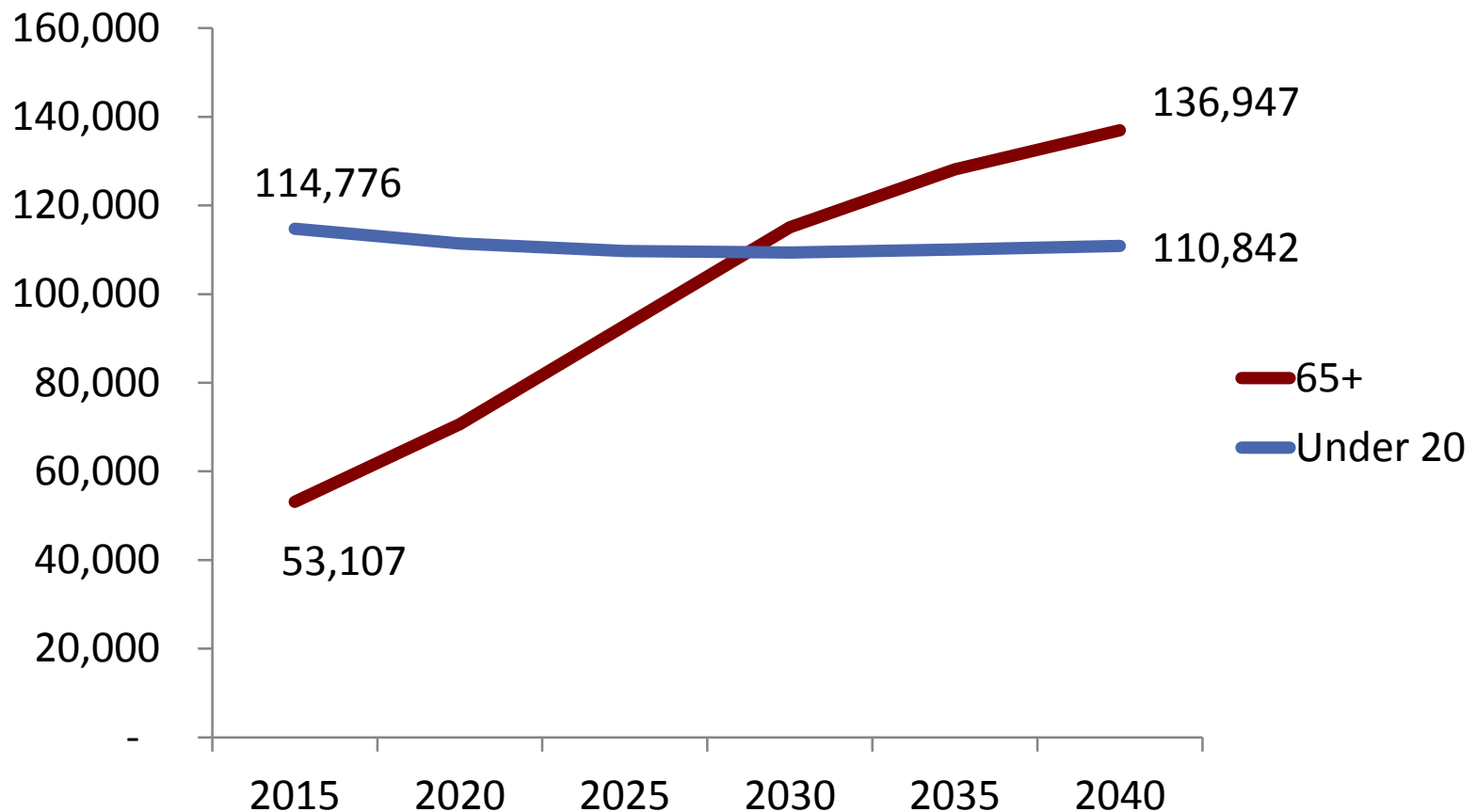
Population by age and sex
Dakota, 2035



More than 1 in 4 Dakota County residents will be 65+ by 2035



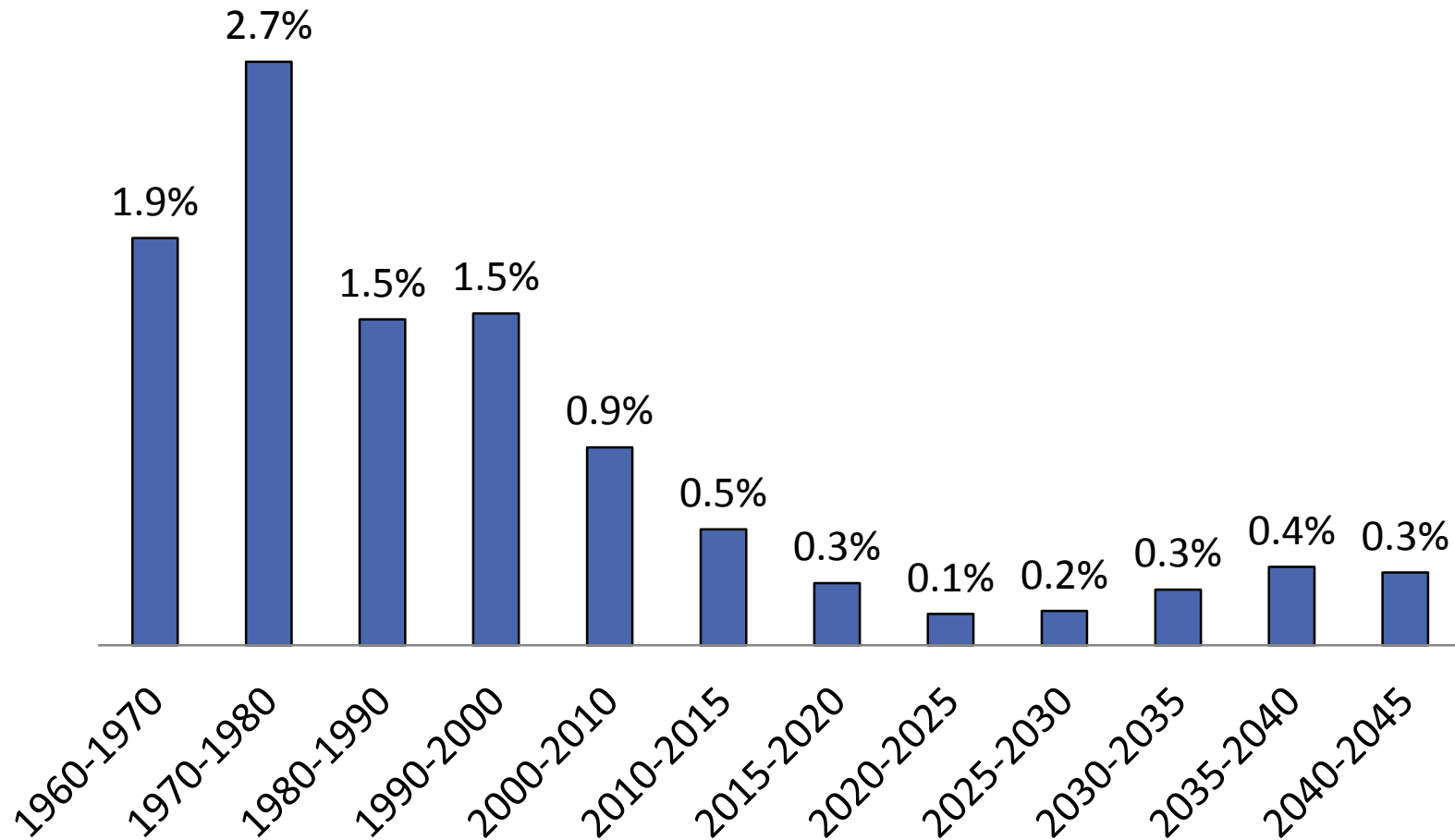
Older Dakota County residents will outnumber youth for the first time before 2030



We're getting older: So what?

- Public costs associated with older adults are high, different demand for services
- Older adults generate less tax revenue
- Aging will change the availability of workers

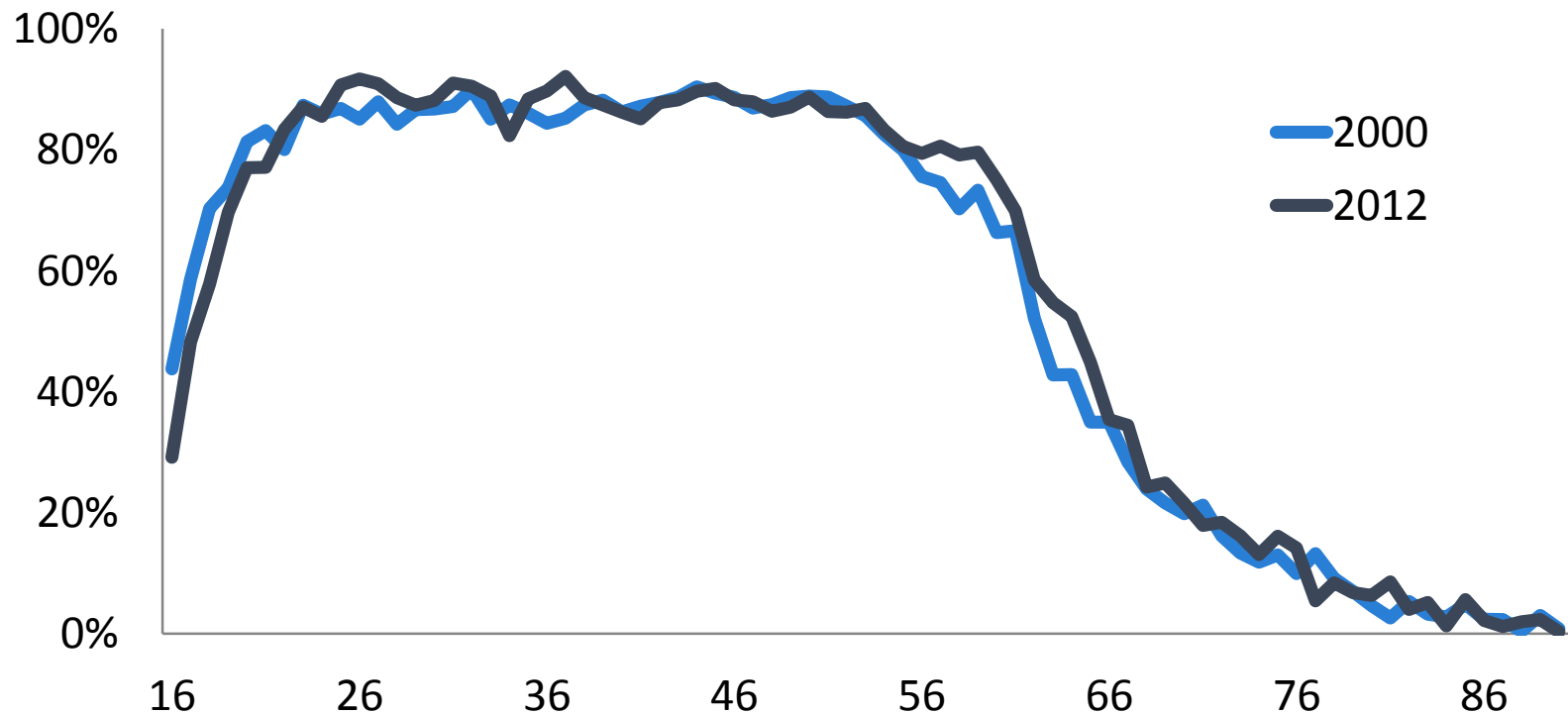
Labor force growth is projected to slow



Source: U.S. Census Bureau, Minnesota State Demographic Center Projections

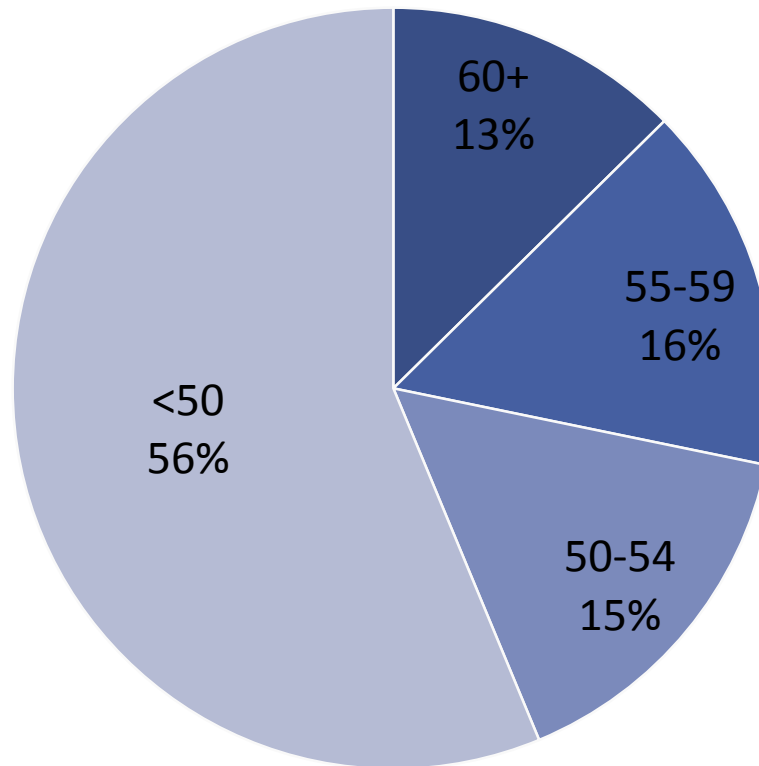
Labor force participation of older adults has increased only slightly

Rates of labor force participation
2000 and 2012



Dakota County will experience organizational & cultural changes as Baby Boomers retire

**Dakota County employees by age
(1,720)**

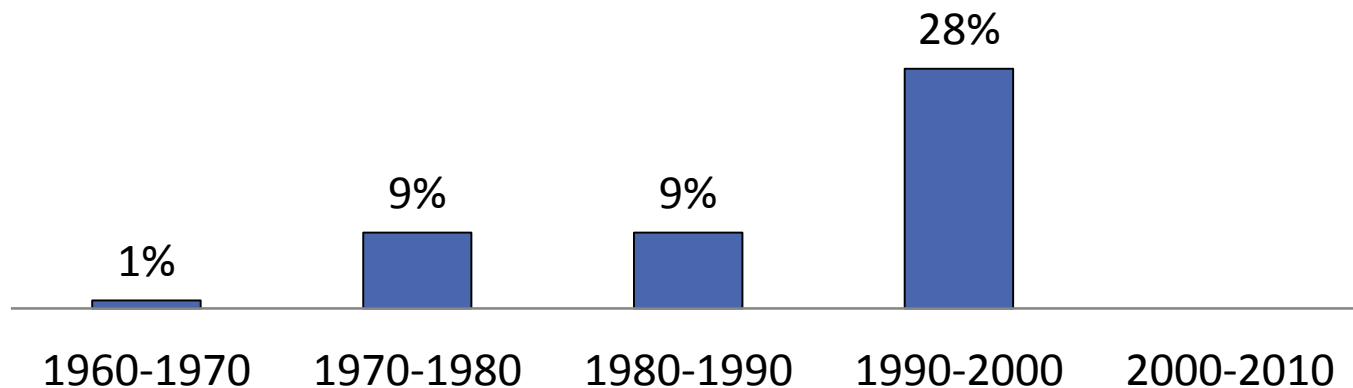


Source: Dakota County

Trend #2:
Most future
growth will be
attributable to
People of Color

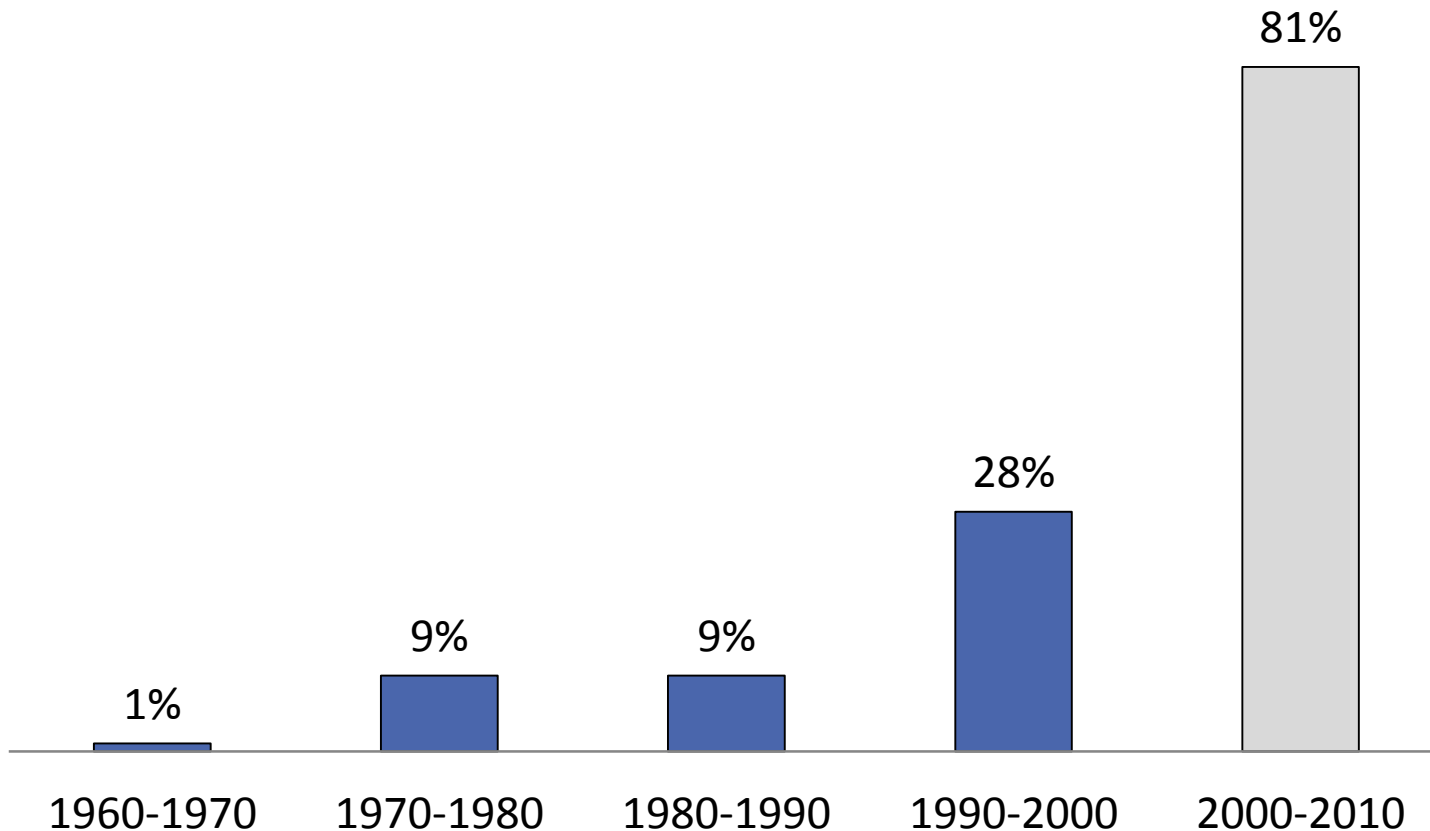


Quiz: Over the decade of the 1960s, People of Color accounted for 1% of the total population growth in Dakota County. *What was that percentage in the 2000s?*



Source: U.S. Census Bureau

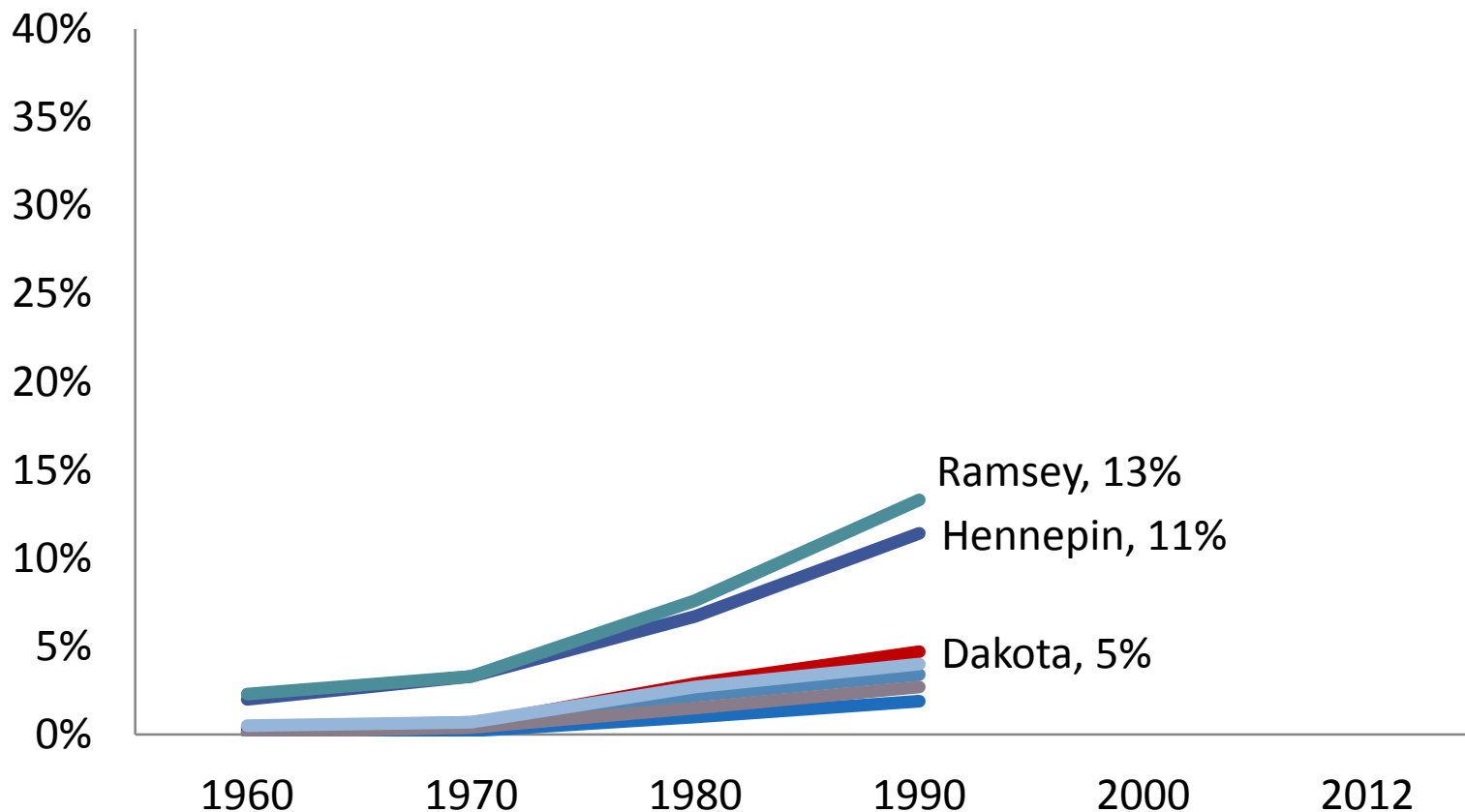
A: 81% of Dakota County's growth between 2000 and 2010 could be attributed to People of Color



Source: U.S. Census Bureau

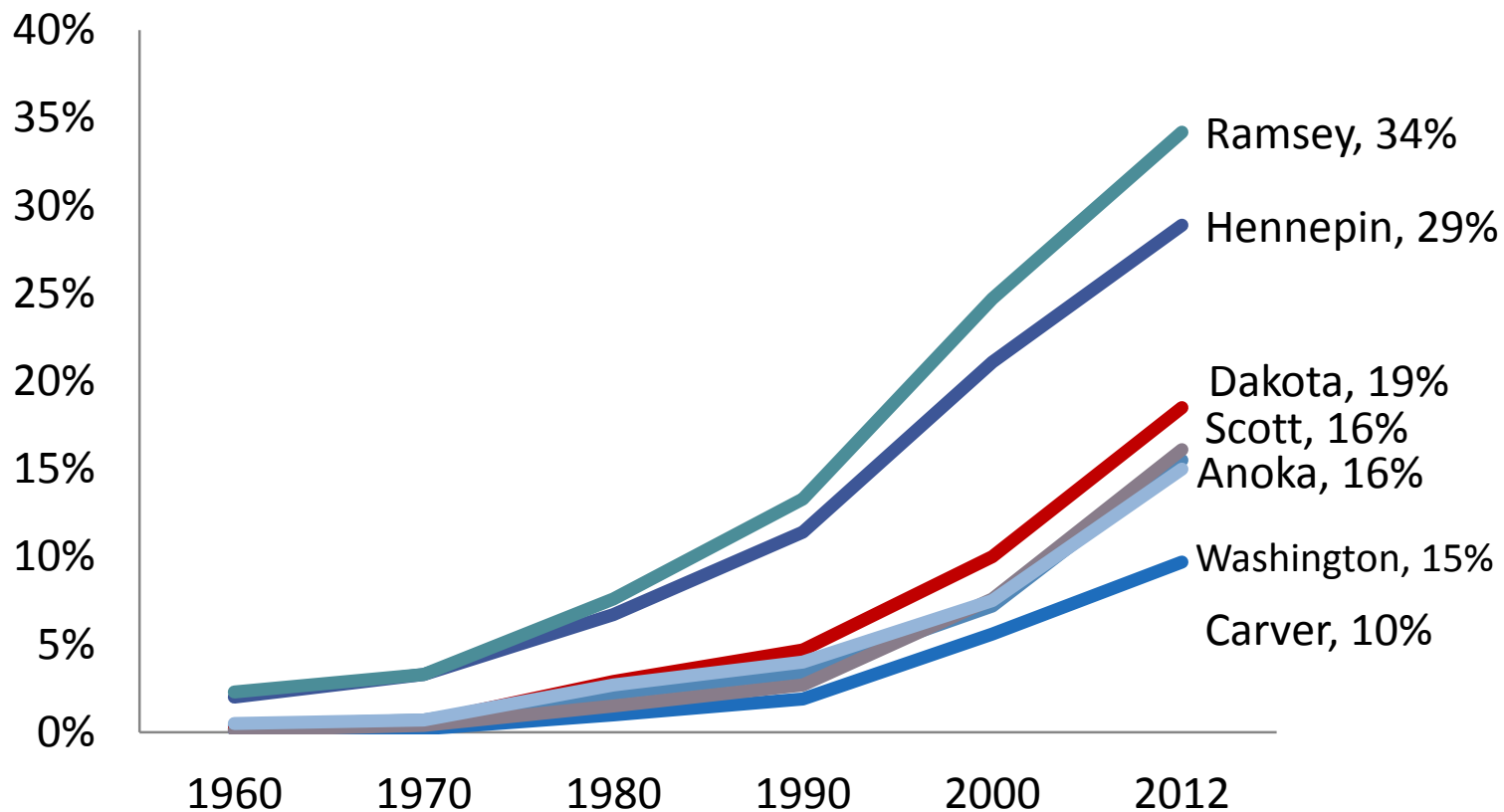
1990: 1 in 20 Dakota County residents were People of Color

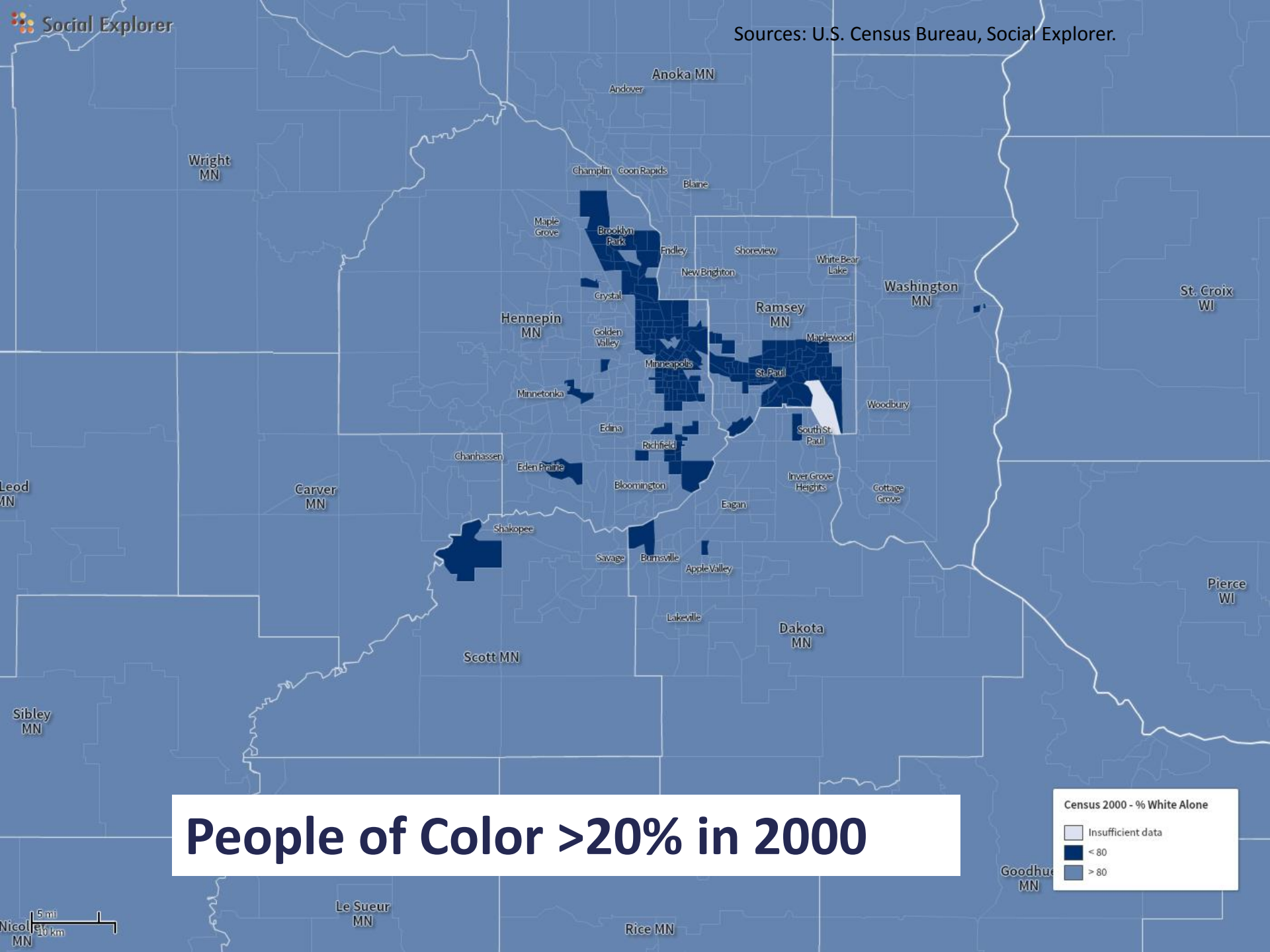
Proportion of Color
Twin Cities Metro Counties



2012: Nearly 1 in 5 Dakota County residents were People of Color

Proportion of Color Twin Cities Metro Counties

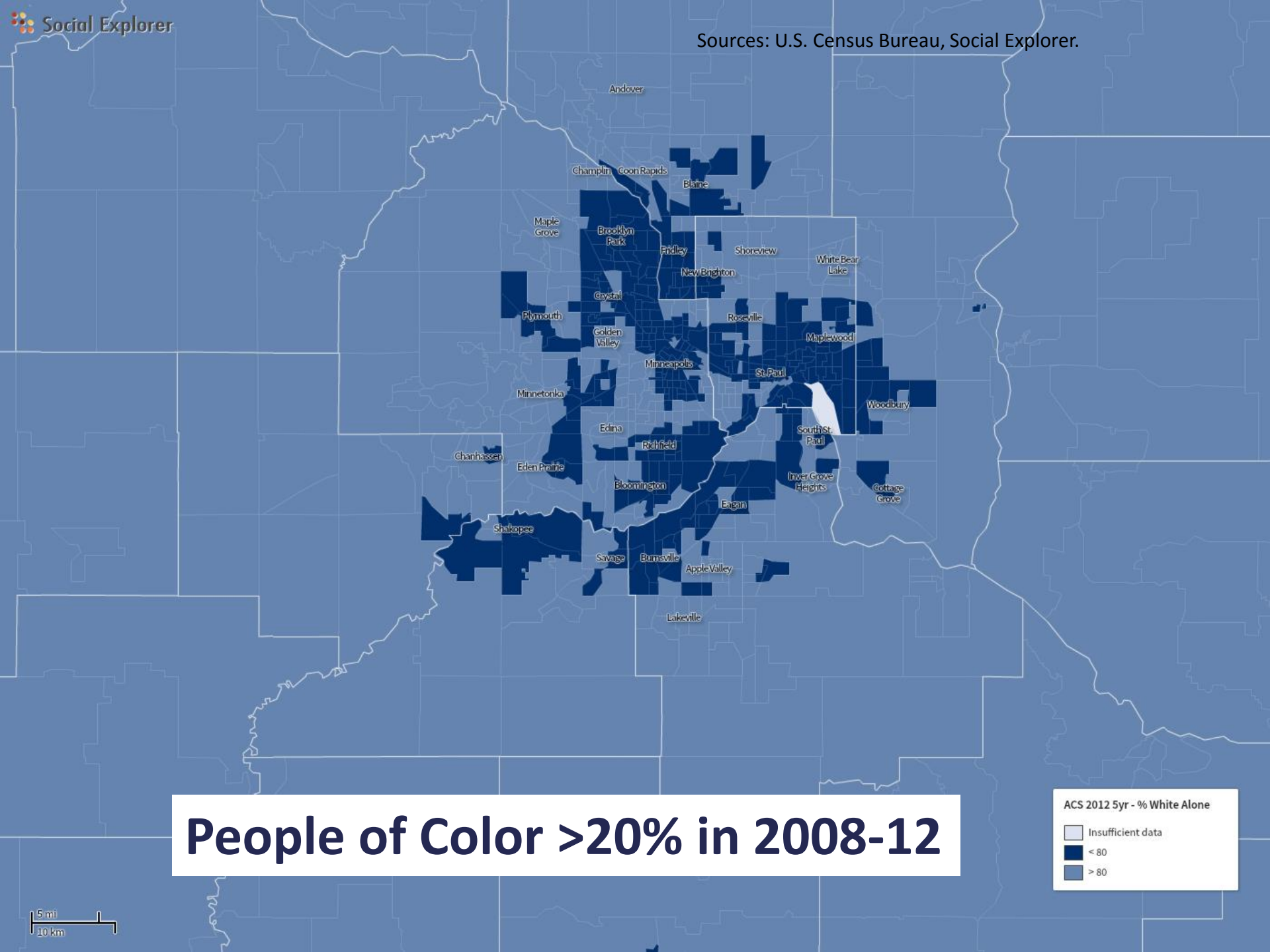




People of Color >20% in 2000

Census 2000 - % White Alone

- Insufficient data
- < 80
- > 80

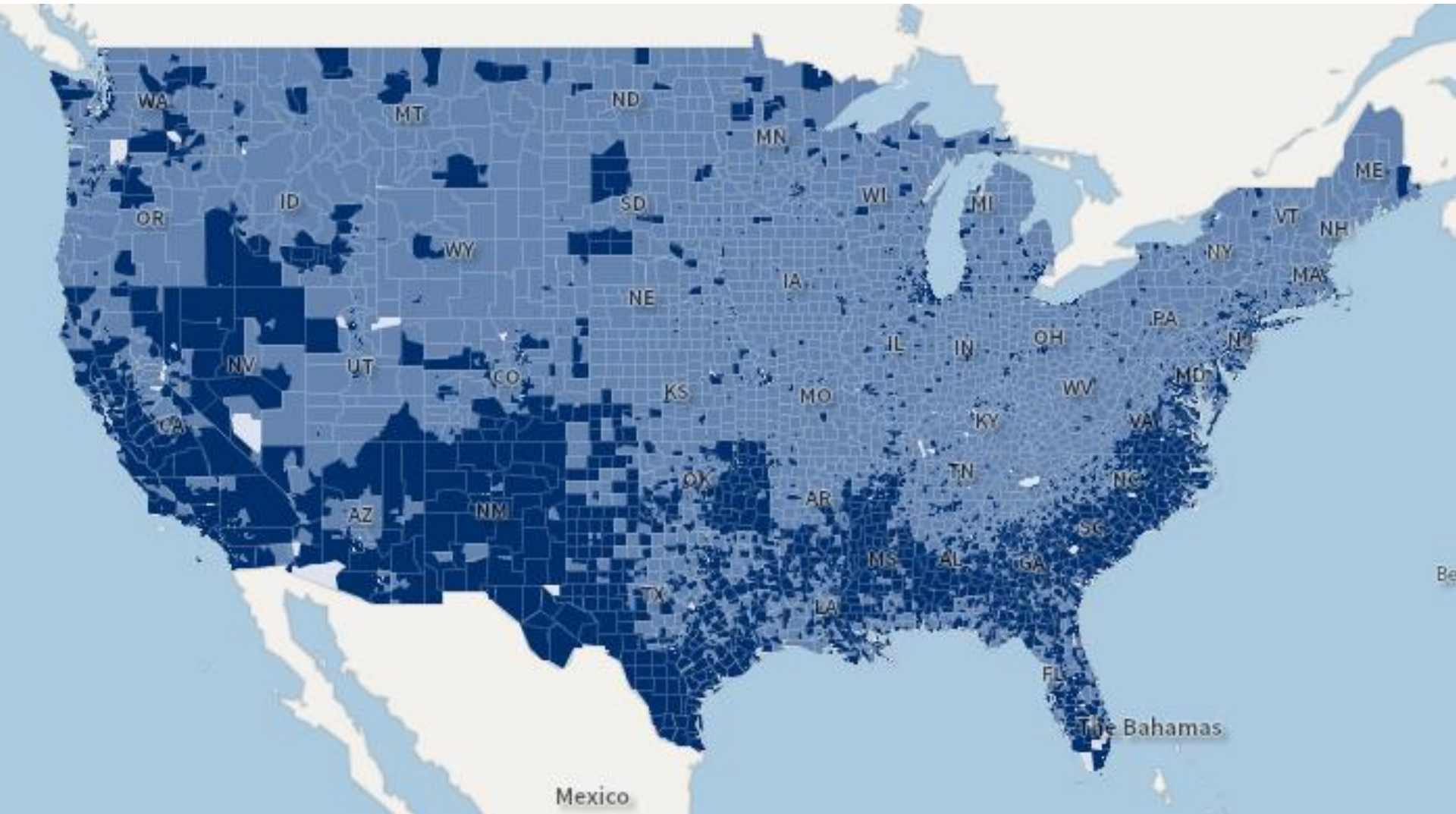


People of Color >20% in 2008-12

ACS 2012 5yr - % White Alone

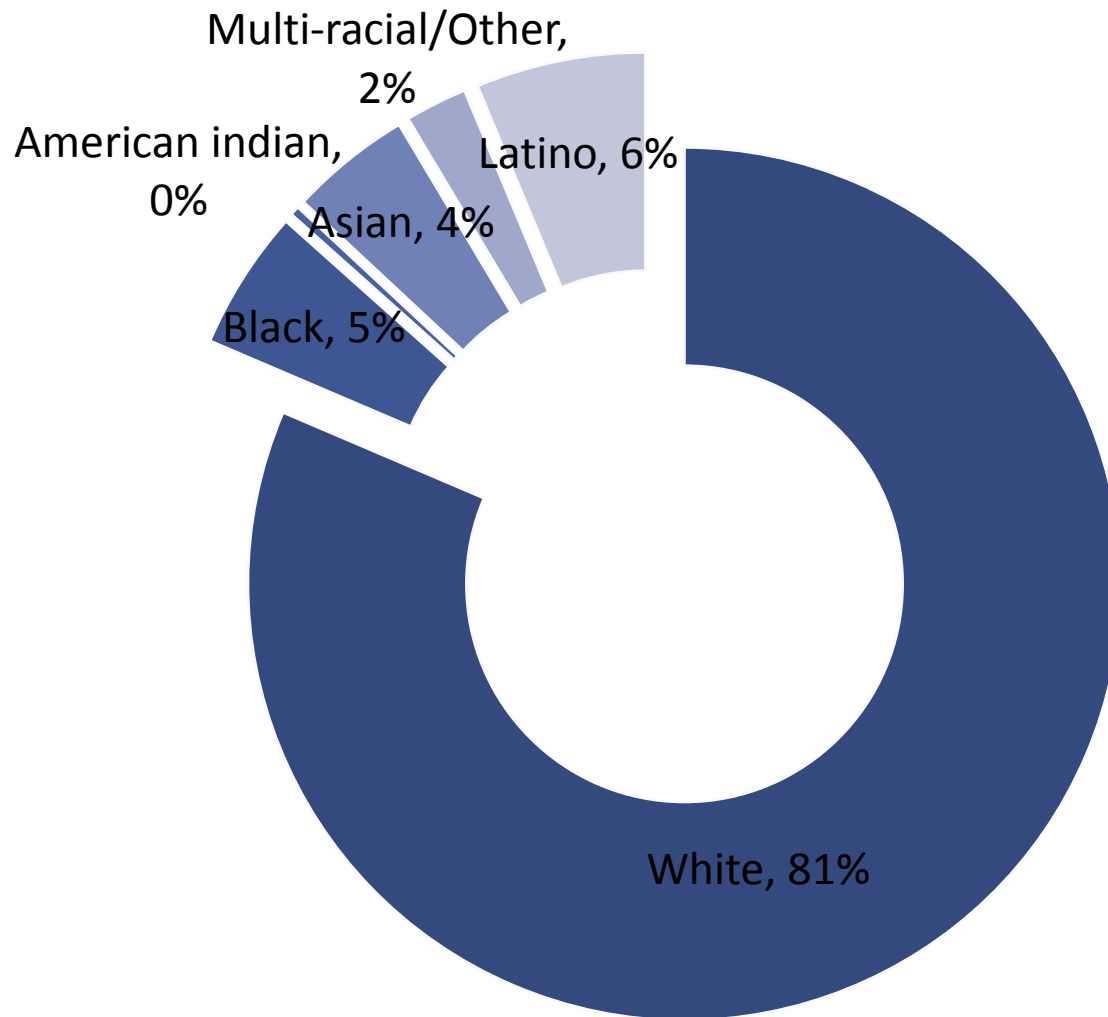
- Insufficient data
- < 80
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Sources: U.S. Census Bureau, Social Explorer.



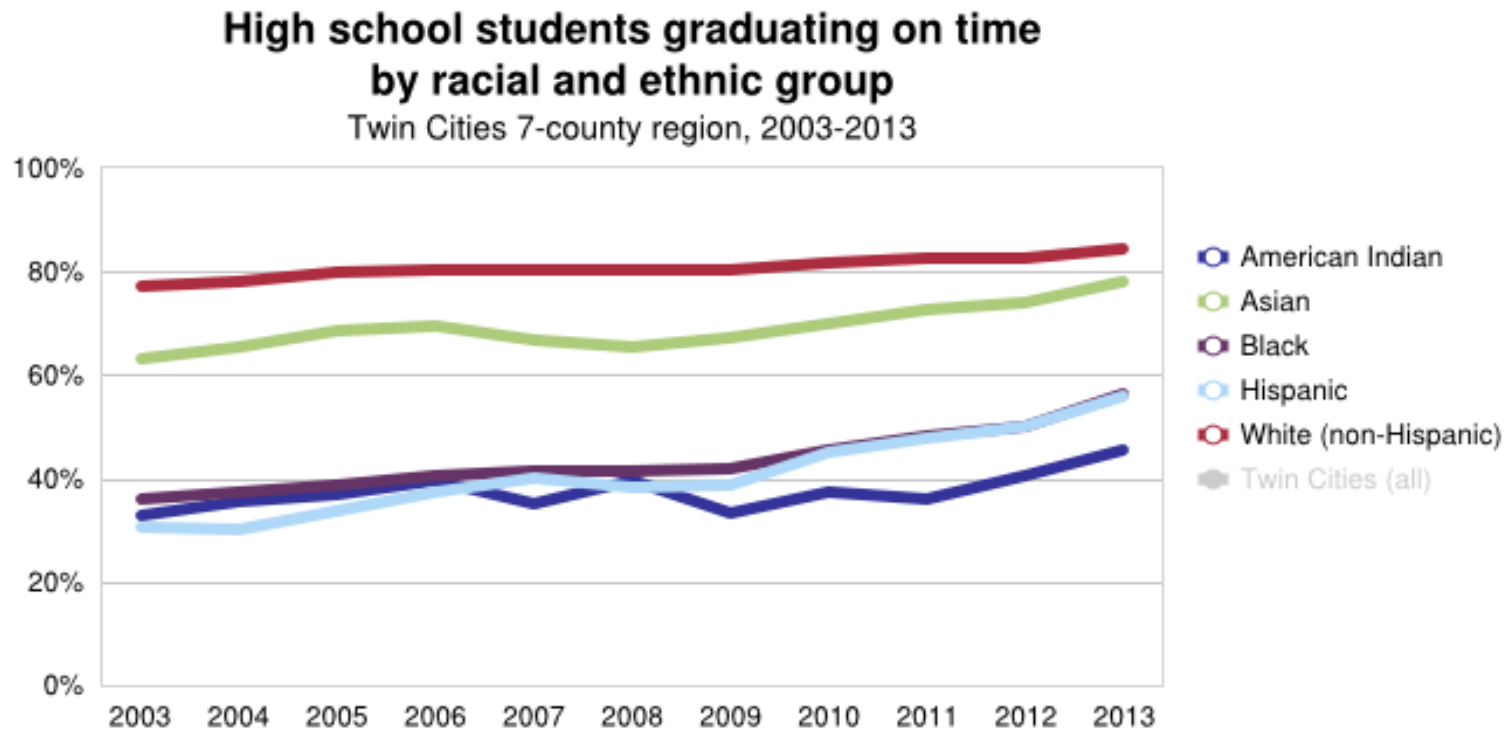
People of Color >20% in 2008-12

Dakota County by race, 2012



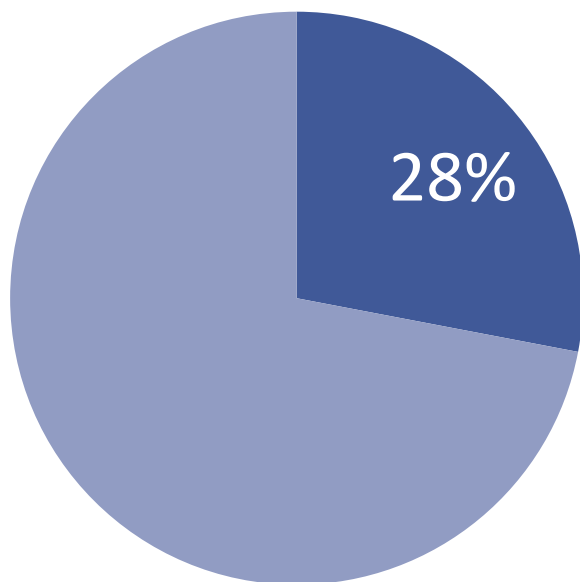
Source: U.S. Census Bureau

Some improvement on racial educational attainment gaps, but disparities still large

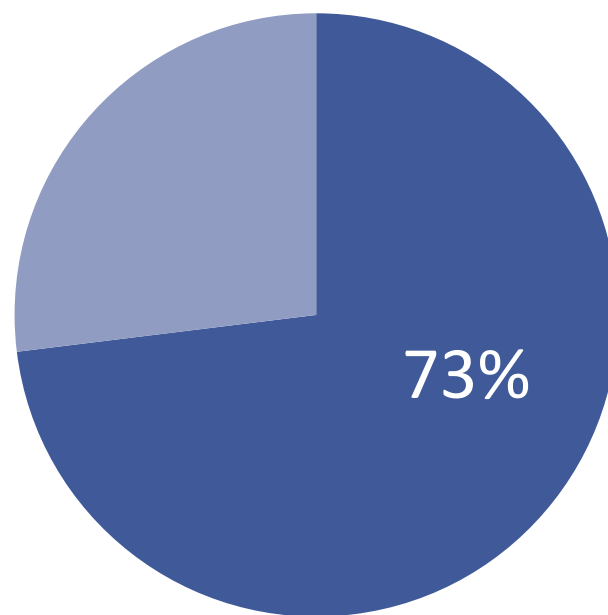


High school graduation is no longer enough to get an economic foothold

1973



2010-2020



Percent of jobs requiring some post-secondary education

The education
of *all* of our
residents is
more
important than
it has ever
been

The Time For Talent

Why the development, recruitment, and retention
of talent is key to a prosperous future for Minnesota

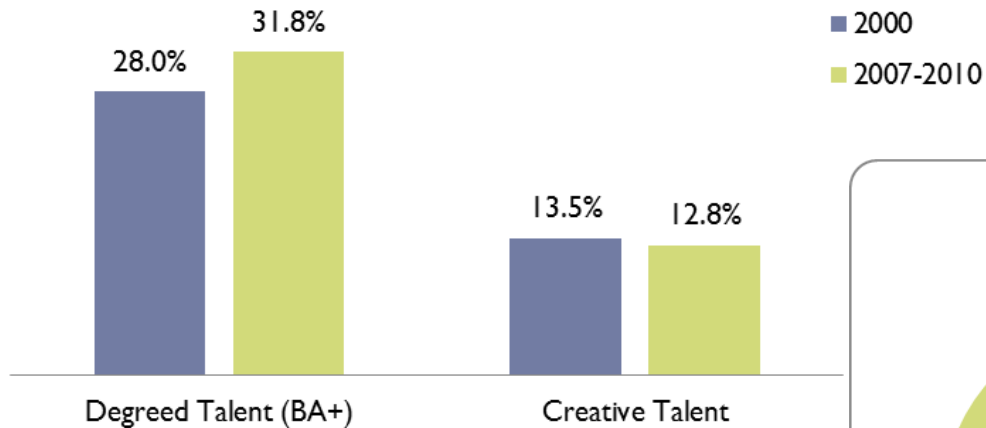


MN STATE DEMOGRAPHIC CENTER
MARCH 2013

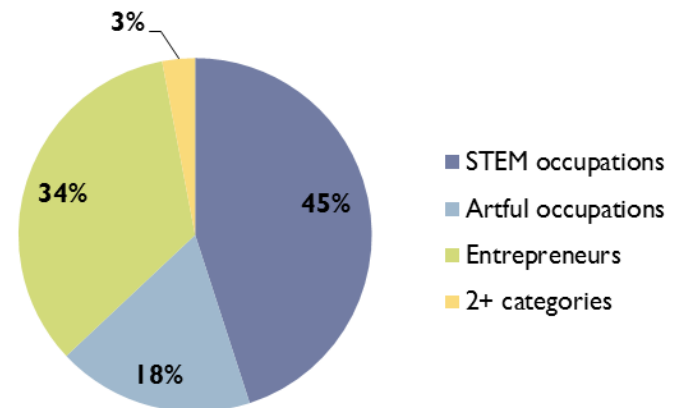


Minnesota has a high concentration of talent workers

Two types of talent as a percent of the labor force
Minnesota, 2000-2010



"Creative Talent" by type
Minnesota, 2007-2010



Source: Tabulated by the Minnesota State Demographic Center from the Integrated Public Use Microdata Series

High retention: Minnesota-born workforce is more likely to remain in Minnesota.

Talent working in state of birth, 2007-2010					
Degreed Talent			Creative Talent		
Rank	State	Percent	Rank	State	Percent
1	Texas	69.7%	1	Texas	72.7%
2	California	65.7%	2	California	67.1%
3	North Carolina	61.0%	3	North Carolina	66.4%
4	Minnesota	59.1%	4	Georgia	64.1%
5	Georgia	58.7%	5	Tennessee	63.2%
6	Utah	57.4%	6	Minnesota	62.8%
7	Washington	56.0%	7	Utah	62.5%
8	Tennessee	55.4%	8	South Carolina	60.2%
9	South Carolina	55.1%	9	Alabama	59.9%
10	Wisconsin	54.1%	10	Wisconsin	59.2%

MN ranks 4th in Degreed Talent retention, and 6th in Creative Talent retention nationally.

Which states attract? Which states retain?

HOT & COLD STATES					
RETAIN		ATTRACT			
		1Q	2Q	3Q	4Q
	1Q	ND	SD, KS	MT	ID,WY, AK, NV
	2Q	IA, WV	NE,ME, NY,RI	HI,VT, NM,NJ	DE,NH, CO
	3Q	LA,MS, IN,MO	IL,MA, AL,OK	CT,VA	MD,WA, OR,FL,AZ
	4Q	MI,OH,PA, WI,KY, AL,MN	TN,SC,UT	NC,TX, GA,CA	HOLY GRAIL

Source: Hermalin and Neidert, 2014.

Dakota County is approaching the Silver Tsunami from a position of strength...

- Growing & close to other jobs centers
- Relatively young
- Already relatively racially and ethnically diverse
- Organized around the goal of creating *Communities for a Lifetime*

..but unprecedented changes & challenges are ahead

Aging will bring:

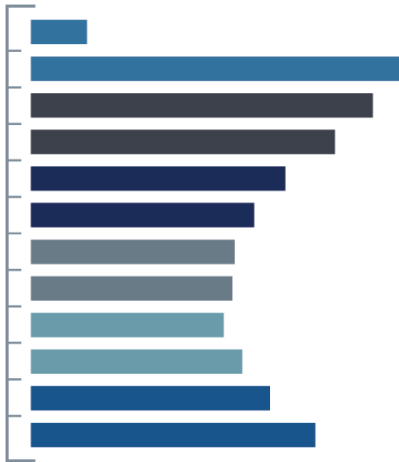
- Change of leadership
- Increased competition for workers

Increased diversity will bring:

- Continued growth

Increased diversity may bring:

- Challenges in finding traditionally-trained workers



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